

# Jammu & Kashmir Sports Council

Administrative Block Bakshi Stadium, Srinagar/

M A Stadium, Jammu,

E-mail: - [jkstatesportscouncil@gmail.com](mailto:jkstatesportscouncil@gmail.com), Contact No: - 0194-2311207,

0194-2310064, 0191-2570423, 0191-2560771.



## Sub: Hiring Of Manpower for Khelo India State Centre of Excellence at Jammu and Srinagar.

### ADVERTISEMENT NOTICE

J&K Sports Council and Sports Authority of India (SAI) - Khelo India Division under the Ministry of Youth Affairs & Sports (GOI), has established Khelo India State Centre of Excellence (KISCE) for **Fencing** at New Indoor Sports Complex, M.A. Stadium, Jammu & **Rowing** at Water Sports Centre, Srinagar to nurture the best talent of the UT of J&K. The Academies has been equipped with world class infrastructure and coaching facilities with adequate scientific backup, focused on participation in world sports tournaments, championships & Olympics. In order to lead the High-Performance Centre, J&K Sports Council in coordination with Sports Authority of India (SAI), invites fresh applications from eligible citizens of India for hiring of following manpower: -

S No.	Position	Discipline/ Grade	No. of Posts	Upper Age Limit as on 30-06-2026	Remuneration
1	High Performance Manager	Fencing & Rowing	02	65 years	100,000-150,000
2	Assistant Coach	Rowing	01	45 years	40,000-60,000
4	Young Professional	-	01	32 years	40,000
5	Masseur (02 Male & 02 Female)	Grade-I	04	35 years	35,000

Interested candidates may apply in the prescribed format which shall be available on our official website <https://jkspportscouncil.in/>. Applications duly signed alongwith self-attested copies of all educational qualification, experience and other testimonials as required to support the candidature of the applicant must be sent to the office of respective Divisional Sports Officer (J/K) at New Indoor Sports Complex, M.A. Stadium, Jammu/Bakshi Stadium, Srinagar on or before **15<sup>th</sup> of July, 2026** during working hours. Only short-listed candidates shall be called for the interview.

1. **Remuneration:** Remuneration is to be fixed depending upon calibre and experience, on mutual agreement.
2. **Tenure:** The tenure-based engagement will be for a period of four years based on satisfactory performance, periodic reviews, result oriented, etc. and at all times coterminous with the Khelo India Scheme.

3. **Tax Deduction at Source:** The Income Tax or any other tax liable to be deducted, as per the prevailing rules will be deducted at source before effecting the payment, for which the Sports Council will issue TDS/Service Tax Certificates, as applicable.
4. **Other Allowances:** No TA/DA shall be admissible for joining the assignment or on its completion. No other facilities like DA, Accommodation, Residential Phone, Conveyance Transport, Personal Staff, Medical reimbursement, HRA and LTC etc. would be admissible.
5. **Extension:** Performance of the selected candidates would be continuously reviewed, and their extension will be considered on the basis of periodic review.
6. **Leave:** Selected candidates will be entitled for 30 days leave in a calendar year on pro-rata basis. Thereafter, candidates shall not draw any remuneration in case of his/her absence beyond 30 days in a year. Also unutilized leave in a calendar year will lapse and will not be carried forward to the next calendar year.
7. **Confidentiality:**
  - a) Selected persons will not be allowed to publish a book or a compilation of articles or participate in a radio broadcast or contribute an article or anonymously or pseudonymously in the name of any other person, if such book, article, broadcast, uses any information that he/she may gather as part of this assignment.
  - b) During the period of engagement with Khelo India Centre of Excellence, Employee would be subject to the provisions of the Indian Official Secret Act, 1923 and will not divulge any information gathered by him/her during the period of his/her engagement to anyone who is not authorized to know.
  - c) The Selected personnel at no instance can represent or give opinion or advice to others in any matter, which is adverse to the interest of the Government.
8. **Other Conditions:**
  - a) The applications received will be scrutinized/shortlisted on the basis of relevant experience and job description and the eligible candidates will be called for Interview at cost to the applicant.
  - b) In case the performance of Candidate is not found satisfactory, his/her services will be discontinued after giving one-month notice.
  - c) Without any prejudice to the above condition, the candidate will be terminated from his services with immediate effect without any obligations, in case the candidate is found guilty of violating any of the conditions contained in the terms of employment or is guilty of any misconduct including negligence of duties, unauthorized absence, etc.
  - d) Decision of J&K Sports Council in all matters regarding eligibility, selection and posting would be final and binding upon all candidates. No representation or correspondence will be entertained by J&K Sports Council in this regard.

- e) J&K Sports Council reserves the right to cancel the advertisement and/or the selection process at any stage without assigning any reason.
- f) The Administrative Secretary, Youth Services & Sports Department, J&K Govt. Shall be the final authority in case of any dispute.
- g) The appointment will be purely on tenure basis and does not confer any right to claim to permanent employment in J&K Sports Council.
- h) Any litigation matters pertaining to employment at J&K Sports Council shall be restricted to the jurisdiction of J&K courts.
- i) Organization reserves the right to terminate the contract, by giving one month notice to candidates.
- j) Candidates applied for more than one post will be interviewed only once.
9. Specific requirements, short listing & interview information, details shall be available on our official website strictly <https://jksportscouncil.in>. For any query contact **Mr. Sahil Chopra, Junior Assistant, J&K Sports Council** on Mobile Number: **+91-9086625103** strictly during office hours.

**SECRETARY**  
**J&K Sports Council**

No:SC/3771/2909-17  
Dated: - 3-07-2026

**Copy to: -**

1. Director General, Sports Authority of India, New Delhi with the request to kindly upload the notification on their official website.
2. Executive Director Sports Authority of India, Regional Centre, Zirakpur, Punjab with the request to kindly upload the notification on their official website.
3. Director Information, J&K with the request to kindly publish the notification in one national newspaper and two leading dailies of Jammu and Srinagar.
4. Financial Advisor/CAO, J&K Sports Council.
5. Divisional Sports Officer (C/K/J), J&K Sports Council.
6. Executive Officer (F), J&K Sports Council.
7. Incharge, SAI STC Jammu.
8. Private Secretary to the Commissioner/Secretary to the Government, Youth Services & Sports Department for the information of Commissioner/Secretary, YSS.
9. Mr. Sahil Chopra, Junior Assistant/IC Website, J&K Sports Council for uploading the said notification on the official website of J&K Sports Council.

**SUB:-SPECIFIC REQUIREMENTS, SHORTLISTING AND INTERVIEW INFORMATION FOR HIRING OF MANPOWER IN KHELO INDIA CENTRE OF EXCELLENCE.**

**JOB DESCRIPTION OF HIGH PERFORMANCE MANAGER**

**PRIMARY RESPONSIBILITIES OF THE ROLE ARE:-**

- Development and implementation of the J&K Sports Council national high performance programme and policies and the associated training programmes it encompasses.
- To lead and develop a professional, high-performing team to ensure the effective, efficient and economic delivery of performance investment and support programs.
- Provide overall leadership to develop training programs for athletes training in the Khelo India State Centre of Excellence (KISCE), at Fencing Academy, M.A. Stadium, Jammu & Water Sports Centre, Srinagar.
- Work closely with program coaches, sports scientists and athletes in performance monitoring across training and competition settings, to track data and provide detailed analytical information to both.
- Continually monitor new developments in the performance spectrum for knowledge enhancement of Coaches and the members of the high performance team.

**KEY CHALLENGES**

- Working within a highly competitive, complex multi-sport environment.
- Working together with multiple stakeholders with varying interests and agendas.
- Working to provide cross discipline delivery of performance requirements in close association with other experts.

**KEY ACCOUNTABILITIES**

Operational	Description
Performance Evaluation	<ul style="list-style-type: none"> <li>➤ Ensure performance assessment of all athletes under the applicable schemes in accordance with NSF approved protocols</li> <li>➤ Carry out athlete performance analysis in consultation with the high-performance team</li> <li>➤ Continuous evaluation of test protocols with the team to recommend betterment of the system.</li> <li>➤ Work with other team members to assess appropriate intervention policies and athlete requirements and be part of regular athlete. Assessments and performance reviews.</li> </ul>
Monitoring	<ul style="list-style-type: none"> <li>➤ Complete training programme designs and implementation at the Khelo India State Center of Excellence (KISCE), at J&amp;K Sports Council</li> <li>➤ Implementation of Sports Science deductions by the team in correct time frame and coordination.</li> <li>➤ Data entry of all performance tests.</li> </ul>
DataAssimilation	<ul style="list-style-type: none"> <li>➤ Collection and Data entry of tests in NSRS System.</li> <li>➤ Continuous usage of the system by all Coaches and high performance Team members.</li> </ul>
General	<ul style="list-style-type: none"> <li>➤ Work collaboratively with all Coaches, other Sports Science team members towards organizational and performance driven outcomes.</li> <li>➤ Ensure availability of all lab and field equipment in operational readiness.</li> </ul>

## ROLES & RESPONSIBILITIES

Role	Description
PerformanceDriver	<ul style="list-style-type: none"> <li>➤ Plan, oversee, implement and evaluate all elements of national high-performance program and athlete channels to ensure sustainable excellence by National/KISCE athletes. Ensure Coach led-Athlete centric development.</li> <li>➤ Document goals and program plans in KISCEs' strategic, high performance, and annual plans.</li> <li>➤ Provide leadership and technical expertise to all high-performance program stakeholders.</li> </ul>
	<ul style="list-style-type: none"> <li>➤ Communicate the vision and goals of the high-performance program.</li> <li>➤ Advise sports scientists, medical, paramedical staff and project managers to study and analyze international developments, performance and rehabilitation and recovery trends.</li> <li>➤ Attend to training venues, playfield during training hours from time to time and also attend to games and competitions to provide overarching guidance towards Athlete Assessment.</li> <li>➤ Ensure continuous need analysis by the team for performance Enhancement of athletes in conjunction with SAI/NSFs.</li> </ul>
SportDevelopment	<ul style="list-style-type: none"> <li>➤ Implement Junior athlete development programmes.</li> <li>➤ Coordinate, integrate and lead talent identification programmes</li> <li>➤ Develop, promote and implement structured athlete pathways to feed into the high performance system.</li> <li>➤ Retain and nurture athletes.</li> <li>➤ Optimize development for athletes and coaches at all levels of sport development pathways.</li> </ul>
Organization & Management	<ul style="list-style-type: none"> <li>➤ Create a winning culture and environment across the high-performance program.</li> <li>➤ Ensure the provision of optimal coaching, science medicine and lifestyle support to athletes on the high-performance program.</li> <li>➤ Recruit, direct and manage a coaching and support team with the skills and experience necessary to ensure that the goals of the high-performance plan are achieved.</li> <li>➤ Set and review annual performance objectives for all High-Performance staff.</li> <li>➤ Work closely with sports scientists and medical and para medical staff to implement an optimal sports science and medical support structure.</li> <li>➤ Ensure good staff morale through effective people management practices and behavior.</li> </ul>
Personnel Management	<ul style="list-style-type: none"> <li>➤ Align and support coaches in implementation of performance and training program objectives.</li> <li>➤ Manage and coordinate the activities of all KISCE Team Programs coaches and staff including sports science and paramedical personnel</li> <li>➤ Direct and manage KISCE Athletes High-Performance Managers/Project Managers/ Project Leaders.</li> <li>➤ Direct high performance administrative work in partnership with CEO/ Regional Directors of KISCE.</li> </ul>

### Eligibility Criteria: High Performance Manager

a. Master Sports (MSI/PHD/MBA) with atleast 10 Years of Research Experience

**OR**

b. Eminent players having represented India in Senior Category with at least 5 Years of sports management/Research experience

**OR**

c. Eminent Coach having trained Indian Player with atleast 10 years of sports management/Research experience

## **ASSISTANT COACH: -**

Eligibility for Assistant Coaches to be recruited under contract: -

Sl. No.	Eligibility
1.	Diploma in Coaching from SAI, NS NIS or from any other organization Indian/Foreign University OR
2.	Olympic/International participation OR
3.	Dronacharya Awardee

## **SELECTION PROCEDURE: -**

- a. Through interview including oral test for discipline specific knowledge. In case, number of candidates are more than five times of the vacancies, short-listing of candidates for interview shall be carried out on the basis of approved criteria. Hence, mere fulfilment of eligibility criteria does not entail the candidate to be called for the interview.
- b. The list of eligible shortlisted candidates for interview along with date(s) and place of interview will be posted on J&K Sports Council's website.
- c. The Candidates should note that their candidature at all the stages will be purely provisional, subject to their satisfying the prescribed eligibility conditions. If on verification at any stage before or after Interview, it is found that they do not fulfill any of the eligibility conditions; their candidature will be cancelled by the J&K Sports Council.

## **Young Professional: -**

### **Job Description:**

- Maintain the data of material/resources to manpower engaged in KISCE
- Assisting, coordinating and managing the implementation of KISCE Scheme
- All work related to administration at KISCE
- Coordinating with different departments inquiries related to KISCE
- Drafting of letters, file noting, orders, etc.
- Any other work assigned by the reporting authority.
- General:
  - a. Good knowledge of Computers-Windows and Microsoft Office applications especially MS Word, MS Excel
  - b. Confident, self-driven and team player
  - c. Ability to read, write and speak in English, Hindi & Urdu.

# **MASSEUR**

## **(Essential Requirements, Short listing and Interview Information)**

### **ESSENTIAL REQUIREMENTS**

#### **(a) EDUCATIONAL QUALIFICATIONS.**

Passed 10+2 from a recognized board with a certificate course/skill development program for Masseur/Masseuse/Massage Therapy/Sports Masseur/ Masseuse from a recognized institution.

#### **(b) WORK EXPERIENCE.**

Minimum 2 years of work experience as Masseur/ Masseuse.

### **CRITERIA FOR SHORTLISTING OF CANDIDATES FOR INTERVIEW.**

Of all the total applications received, short listing of candidates to provide an optimum ratio for the interview will be carried out on following basis:

<b>CATEGORIES FOR EVALUATION</b>	<b>MAX MARKS</b>	<b>SCORING OF MARKS</b>
Higher Educational Qualification	10	Diploma in massage therapy
Total Work Experience	10	2 marks will be awarded for every completed 1 year of work experience as a Masseur/ Masseuse up to a maximum of 10 marks
Work Experience in Sports Establishment.	10	Additional 2 marks will be awarded for every completed 1 year of work experience as Masseur/ Masseuse at a recognized State / National level sports organization (Govt. or Private) working with teams/players up to a maximum of 10 marks.

### **INTERVIEW PROCESS:**

The interview will be of 50 marks.

The shortlisted candidates will be called for the interview and assessed as follows:

<b>CATEGORIES FOR EVALUATION</b>	<b>MAXIMUM MARKS(100marks)</b>
Domain Expertise & Practical Knowledge	20
Aptitude for working in a sports organization	10
Soft skills	10
Knowledge in allied sports science disciplines	10

**Application Format**

**Recent Photograph**

Post applied for: .....

1.Name: .....

2.Father's/Husband'sName: .....

3. Date of Birth: .....

4.Nationality: .....

5.Postal Address: .....

6.ContactNumber: .....

7.E-mailAddress: .....

**8 Education Qualifications Matriculation onwards:**

S. No.	Certificate/Degree	Subject	Institute/University	Year of Passing	Percentage/CPGA

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**13 Work Experience:**

S. No.	Organization /Institute	Period From - To	Nature of Work	Remarks

**Total Experience (in Month).....**

**14 Sports Participation:**

**(C) International Level**

S. No	Event	Position

**(D) National Level**

S. No	Event	Position

**DECLARATION**

**I hereby declare that all statements made in this application are true and correct to the best of my knowledge and belief. I understand that in the event of any information being found false or incorrect or not satisfying the prescribed eligibility criteria for the post applied for, my candidature is liable to be cancelled/rejected at any stage of selection.**

**Place:**

**Date:**

(Signature of the Applicant)